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Week of February 1, 1993

FARMERS NATIONAL BANK OF ANNAPOLIS, MD., SIGNS $136,400 EEO SETTLEMENT WITH U.S. DEPARTMENT OF LABOR

WASHINGTON -- Farmers National Bank, Annapolis, Md., has agreed to pay $136,400 in back wages and immediate salary increases to 13 female employees. The agreement is part of an equal employment opportunity settlement announced by the U.S. Labor Department.

A compliance review, begun on Aug. 20, 1992, by the department's Office of Federal Contract Compliance Programs (OFCCP), revealed that the bank's compensation practices were unfair to women. The review also revealed Farmers National's lack of effort to recruit minorities and disabled workers.

Without admitting to any violation of federal EEO laws, Farmers National, a federal depository, agreed to pay $88,200 in back wages and $48,200 in immediate salary increases to 13 women in managerial positions. The bank also agreed to correct the women's pay disparities and to make specific good faith efforts to recruit both minorities and persons with disabilities.

"OFCCP's analysis demonstrated that women employed in positions with equal or greater duties and responsibilities than their male counterparts were adversely affected by the method used by the bank to determine compensation," said OFCCP Director Jaime Ramon.

OFCCP, a division of the department's Employment Standards Administration, is responsible for enforcing Executive Order 11246 and other laws which prohibit federal contractors from discriminating in employment based on race, color, gender, religion, national origin, disability and Vietnam-era veteran status. These laws also require contractors to make good faith efforts to hire women and minorities.

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Week of February 1, 1993

Fillers From The U.S. Department Of Labor

The first workers to maintain a permanent organization were Philadelphia cordwainers in 1792. The organization, whose name is unknown, was formed to maintain or improve wages by collective bargaining. The group lasted less than one year but reappeared in 1794 as the Federal Society of Journeymen Cordwainers, which existed until 1806, **according to the U.S. Department of Labor's "Labor Firsts In America".**

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The first national labor organization of city federations was the National Trades' Union formed in New York City in 1834. Its 21,000 members sought "to advance the moral and intellectual condition and pecuniary interests of the laboring classes...and to unite and harmonize the effects of all productive classes of country." The organization lasted until 1837, **according to the U.S. Department of Labor's "Labor Firsts In America".**

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The first national labor organization encompassing several trades was the Federation of Organized Trades and Labor Unions of the United States And Canada, which was formed in 1881 and in 1886 became the American Federation of Labor, **according to the U.S. Department of Labor's "Labor Firsts In America".**

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In 1894, federal legislation designating Labor Day as a national holiday was passed, **according to the U.S. Department of Labor's "Labor Firsts In America.**

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